

RESULTS FROM MVEC SURVEY OF 7TH, 8TH AND 9TH GRADE STUDENTS

JUNE 2004 – survey completed

August 3, 2004 – results submitted



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The Future is Mine (TFIM), a career literacy initiative of the Mon Valley Education Consortium (MVEC) began in 2000. Over the past three years we have talked to thousands of people from public education, higher education, business, foundations, nonprofits, government, students, parents, etc. to learn about the economic and workforce needs of the region and how those needs are currently being met. In these endeavors we have become aware of and contributed to numerous initiatives providing workforce experiences for young people as well as professional development opportunities for educators. We have also listened to the frustrations of business and educators regarding the preparation of young people for the world of work. With careful reflection upon their testimony and our own observations, we came to understand that a comprehensive workforce development effort is lacking in this region. In response, we proposed in 2003-2004 that TFIM initiative begin to build a system, bringing together people from all sectors of society to craft a collective solution to the workforce needs of southwestern Pennsylvania.

Over the past year we have progressed toward a comprehensive workforce development effort. TFIM has brought diverse groups of people together including employers and students/school personnel, students and post-secondary education providers, policymakers, academics, and business organizations to assess the workforce needs of the region. In doing so, we have touched the lives of thousands of people. However, we have also realized that needs assessment is only one part of a complex puzzle. Moreover, while we understand that numerous groups, organizations, and programs are already working with the education and business communities to understand and tackle workforce needs, we feel the information gathered and actions taken have been fragmented. While many economic and workforce development organizations fill a niche in understanding the needs of specific industries in the region (and we do not underestimate these efforts), a common message that tells one story to the population of students about all economic and workforce needs of the region, is missing.

We are creating and building an ideological foundation for collective action across the region. We believe that in order to truly affect change a collective message, one that raises awareness of the entire region's economic and workforce development needs, must be distributed to students, parents, teachers, and community members. We also believe that our past capacity building efforts, which have brought together thousands of students, parents, educators, and businesses, can serve as the mechanism to distribute this message. As TFIM continues to grow, evolve, and reach thousands of new individuals each year, we will refocus our efforts in order to serve as the communications gateway of economic and workforce information. Over the past year, TFIM has begun to build a system from which we now believe we can deliver a collective message. This survey is a valuable tool in designing that message.

THE *FUTURE* IS NOW

www.thefutureismine.com

We are creating a web portal that generates interest and directs students, parents and teachers to websites focused on career exploration and development. This site, <http://www.thefutureismine.com/> will be created by the Mon Valley Education Consortium but will be marketed in partnership with the Pennsylvania State Education Association. The first phase of the roll-out will be concentrated in the eleven counties of Western Pennsylvania and target 356,000 students, their parents and 29,000 educators. In the 2005-06 school year the audience will increase to 1.5 million students and 165,000 educators. Currently, there is no single website that utilizes and propagates the huge investment that has been made in wonderful and inspiring sites such as <http://www.getsmarter.org/index.cfm> and <http://www.gettech.org/>. These sites were developed with the US Department of Commerce and the National Association of Manufacturers. There are of course many others, some with a statewide appeal such as <http://www.pahealthcareers.org>. Currently these sites, though excellent, generate far less attention than they deserve.

The need to create our site is being driven by the fact that policy-makers not just in Pennsylvania but nationally, have recognized the one to one relationship between public education and economic development. This portal will be a powerful factor in reinforcing that relationship and continuously illustrating the vital role played by educators. The portal will include tools for tracking activity and, for specific partner websites, to control and update the content used to attract visitors. It will also include tools for individual educators to create content for their students.

An advisory board of professional educators will make content decisions.

EXECUTIVE SUMMARY

Background

The Mon Valley Education Consortium (MVEC) sent career surveys to 48 schools for distribution to seventh, eighth and ninth grade students from five counties of Southwestern Pennsylvania at the end of the 2003 – 2004 school year. The purpose of the survey was to collect information on the following:

- I. What careers are they interested in exploring?
- II. How have they learned about career options?
- III. How will their course choices and education plans beyond high school help them become prepared for the careers they choose?
- IV. Where and how do they access and use computers and the Internet.

Completed surveys were returned by 3115 students from 21 schools. Of the 3048 students who indicated their gender on the survey, 1521 were female and 1527 were male, thus providing a very even split of male and female respondents. The survey requested answers to the following questions:

1. What careers are you interested in exploring?
2. How many times have you had career discussions with the following people?
3. Select the three factors you consider most important when thinking about a possible career.
4. How often do use the following resources (compared to each other) when researching careers?
 - 4a. If you use Internet sites or computer programs when researching careers, and can remember the web site or program name, please write the name in the following boxes.
5. Please rank the following high school courses from Most Favorite to Least Favorite.
6. Select three high school courses that you think are most important for preparing you for your favorite career choice.
7. What math class(es) are you taking this year?
8. What science class(es) are you taking this year?
9. At what grade level do you feel you should begin thinking and learning about careers?
10. Do you plan to attend a Vocational-Technical School while in high school?
11. Do you plan to attend a community college or two-year technical school after high school?
12. Do you plan to attend a four-year college/university after high school?
13. Do you plan on entering the military after high school?

14. How often do you use a computer (non-Internet usage)?
15. How often do you use a computer (Internet usage)?
16. Where do you most often use the computer?
17. For what purpose(s) do you use a computer?

Survey Results

1. What careers are you interested in exploring?

The most popular of the 19 job families was Arts, Entertainment, Sports, and Media with 1800 students selecting it as one of their top three. Law, and Health and Medicine tied for second as the two job families next in popularity (selected by 850 students). In a third place tie were Protective Services and Education, Training and Library with approximately 550 students selecting those options. See Tables 1 and 2 in the Appendix for the results for this question.

2. How many times have you had career discussions with the following people?

In order of preference, the top five choices for students to discuss careers with were: their mothers, fathers, peers, adult friends and siblings. Counselors and English teachers tied for 6th place but students were twice as likely to go to a parent or a peer than they were to go to either of these for career guidance. Grandparent was not one of the options offered but appeared as a write-in by 305 students. See Tables 3 and 4 for detailed information on responses to this question.

3. Select the three factors you consider most important when thinking about a possible career.

The top three factors for both male and female students that influence their thinking about potential careers were salary, level of education required, and work hours, in that order. No other factors were close in the number of times selected by students. See Tables 5 and 6 for responses to this question.

4. How often do you use the following resources (compared to each other) when researching careers?

The top three resources most often used by these students for researching careers are Internet Sites, Television, and Computer Programs, in that order. Print media, including using the library and newspapers were only used by a small percentage of students (see Table 7).

4a. If you use Internet sites or computer programs when researching careers, and can remember the web site or program name, please write the name in the following boxes. (See *Websites used for Career Exploration* in Appendix)

The top search engines for career research and the number of times they were mentioned:

Google.com – 355

Sirsdiscovers.com – 58

Yahoo.com – 250

MSN.com - 46

Askjeeves.com – 161

Middlesearchplus.com – 13

The top websites for career research and the number of times they were mentioned:

Monster.com – 62
Keys2Work.com – 53
Jobs.com – 35

Careers.com - 33
Tutions.com – 26
CareerLink – 18

Hotjobs.com - 16
BLS.gov - 17
Pheaamentor.org - 11

5. Please rank the following high school courses from Most Favorite to Least Favorite. (See Table 8)

Male students ranked the courses as follows:

Physical Education
Technology
Art and Music
Math and Science
History, Civics, Social Studies
English and Language Skills

Female students ranked the courses as follows:

Art and Music
Math and Science
Physical Education
English and Language Skills
Technology
History, Civics, Social Studies

6. Select three high school courses that you think are most important for preparing you for your favorite career choice. (See Tables 9 and 10.)

Male students ranked the courses as follows:

Math
Technology
Science
English and Language Skills and Phys. Ed.
Art and Music and Vo-Tech
History, Civics, and Social Studies

Female students ranked the courses as follows:

Math
English and Language Skills
Science
Art and Music
Technology
History, Civics, and Social Studies
Vo-Tech
Physical Education

When the rankings for both male and female students are combined, students ranked courses from most to least important for preparing them for their favorite career choice as follows:

Math
English and Language Skills
Science and Technology
Art and Music
Physical Education
Vo-Tech
History, Civics, and Social Studies

7. What math class(es) are you taking this year? (See Table 11.)
More students of both genders were enrolled in Basic Math (approximately 55%) classes than in Pre-College Math (45%).
8. What science class(es) are you taking this year? (See Table 12.)
More students of both genders were enrolled in Basic Science courses (72%) than in Pre-College Science courses (28%).
9. At what grade level do you feel you should begin thinking and learning about careers? (See Table 13.)
Most students responded with either middle school or high school to this question with female students favoring middle school by a small margin over high school, while male students favored high school by a small margin over middle school.
10. Do you plan to attend a Vocational-Technical School while in high school? (See Tables 14-16.)
24% of 7th grade students responded that they planned to attend Vo-Tech courses while in high school.
26% of the 8th grade students responded yes to this question.
22% of the 9th grade students responded yes to this question.
11. Do you plan to attend a community college or two-year technical school after high school? (See Tables 14-16.)
15% of 7th grade students responded yes to this question.
14% of 8th grade students responded yes to this question.
13% of 9th grade students responded yes to this question.
12. Do you plan to attend a four-year college/university after high school? (See Tables 14-16.)
63% of the 7th grade students responded yes to this question.
66% of the 8th grade students responded yes to this question.
65% of the 9th grade students responded yes to this question.
13. Do you plan on entering the military after high school? (See Tables 14 and 16.)
10% of the 7th grade students responded that they planned to enter the military after completing high school.
8% of the 8th grade students responded that they planned to enter the military after completing high school.
7% of the 9th grade students responded that they planned to enter the military after completing high school.
14. How often do you use a computer (non-Internet usage)? (See Table 17.)
The highest percentage of students who report that they never used a computer for non-Internet activities was 34% of the students from Clairton Education Center. Students from four schools reported never using the computer for non-Internet usage at percentages between 18% and 22%. All others reported never using the computer for non-Internet usage at 15% or below.

15. How often do you use a computer (Internet usage)? (See Tables 18 and 19.)

The 7th grade class of Carmichaels Area Junior High School reported that 19% of their class never used the Internet. 13%-16% of four classes from other schools reported never having used the Internet. All other classes had from 0 to 12% of their students reporting that they had never used the Internet.

16. Where do you most often use the computer? (See Table 20.)

Some students provided more than one response to this question but 54% indicated that they used computers at home most often, while 22% chose school, 18% most often use a friend's computer, and 6% most often use a library computer.

17. For what purpose(s) do you use a computer? (See Tables 21 and 22.)

Students rank ordered their Internet usage in the following way:

Games
Instant Messaging and School Work
E-mail
Shopping and Career Research

Male students rank order of computer use purpose

Games
Instant Messaging
School Work
E-mail
Career Research
Shopping

Female rank order of computer use purpose

School Work
Instant Messaging
Games
E-mail
Shopping
Career Research

ANALYSIS AND RECOMMENDATIONS

1. What careers are you interested in exploring?

Generally, students seem to be most familiar with occupations that are depicted on television and in other media. The top three job families' students selected Arts Entertainment Sports and Media, Law, Health and Medicine. Law and Health and Medicine tied for second. Any effort to encourage students to enter occupations that do not currently appeal to them will need to be presented through television as well as other visual media.

2. How many times have you had career discussions with the following people?

The impact of career messages can be increased if they are focused on parents and guardians as well as the students themselves.

3. Select the three factors you consider most important when thinking about a possible career.

Although job satisfaction, job fit, and service to others are important career concepts for long-term career thinking they are not on students' radar in middle school. Career exploration information presented on websites and in other formats should also include salary, level of education required, and information concerning work hour expectations at a minimum if it is to engage middle school students.

4. How often do you use the following resources (compared to each other) when researching careers?

Television and Internet sites are good places to provide career exploration and career messages. This is a visual generation.

5. Please rank the following high school courses from Most Favorite to Least Favorite.

6. Select three high school courses that you think are most important for preparing you for your favorite career choice.

7. What math class(es) are you taking this year?

8. What science class(es) are you taking this year?

Although math is seen as the most important class for career preparation by over two-thirds of the students surveyed, it is not one of the most favorite high school courses of either male or female students and more students are enrolled in basic math classes than are in pre-college math. Science is also seen as a relatively important class for career preparation but more that twice as many students are enrolled in basic science classes versus pre-college science courses. These figures indicate that there is an awareness of the importance of math and science, but students in middle-school do not necessarily have a choice of courses but are usually placed by their teachers.

9. At what grade level do you feel you should begin thinking and learning about careers?

Action should be taken to convince those who think that it is okay to wait until high school to learn about careers that course selection in eighth grade can effect a student's options in high school.

10. Do you plan to attend a Vocational-Technical School while in high school?

11. Do you plan to attend a community college or two-year technical school after high school?

12. Do you plan to attend a four-year college/university after high school?

13. Do you plan on entering the military after high school?

Patterns in the responses to these four questions (10-13) should be tracked from year to year before conclusions are drawn from the data. From these preliminary responses one might conclude that as students get older fewer (by a small margin) plan to attend two-year technical schools and community colleges or join the military and that more (by a small margin) plan to attend a four-year colleges or universities.

14. How often do you use a computer (non-Internet usage)?

15. How often do you use a computer (Internet usage)?

These numbers are encouraging in their depiction of a computer literate student body throughout the five-county area, however they also point to some schools and classes within schools that are lagging behind the rest of the region. The five schools where more than 20% of the student body indicated that they do not use computers for non-Internet usage may benefit from specific activities aimed at reducing that statistic (Clairton Education Center, West Greene, McKeesport, Rostraver, and Redstone). A point of clarification may be necessary to determine whether students fully understand this question. This will be rectified in the next survey.

16. Where do you most often use the computer?

The indication that most students have home computers and that they use the computer more at home than computers at school or in the library provides support for the idea that career exploration activities should be made available to students via the World Wide Web.

17. For what purpose(s) do you use a computer?

Playing computer games is one of the favorite pastimes of this generation. Embedding career information into computer game formats may be the best way to get the most important career development messages to this age group.

APPENDIX

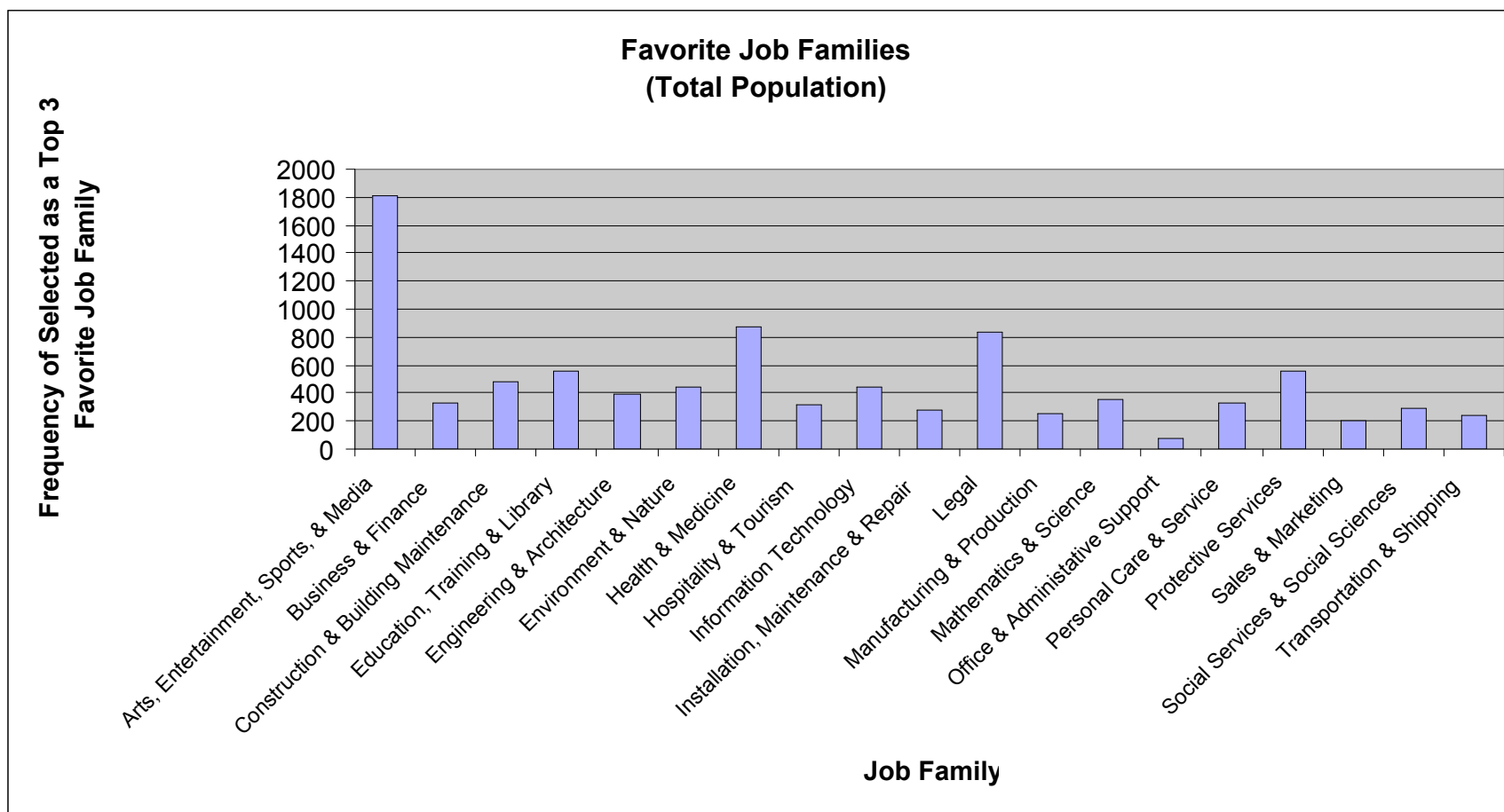


Table 1.

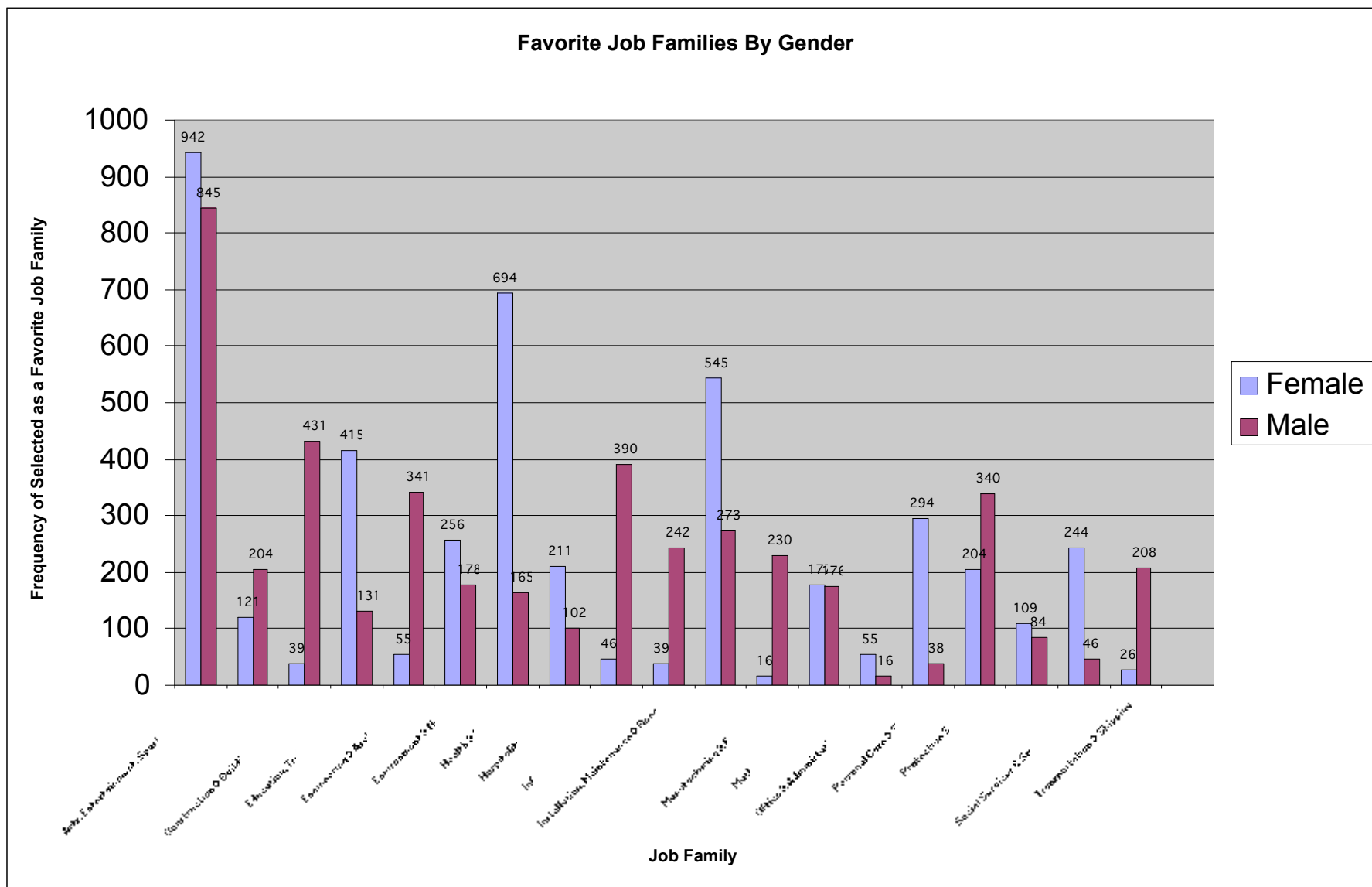


Table 2.

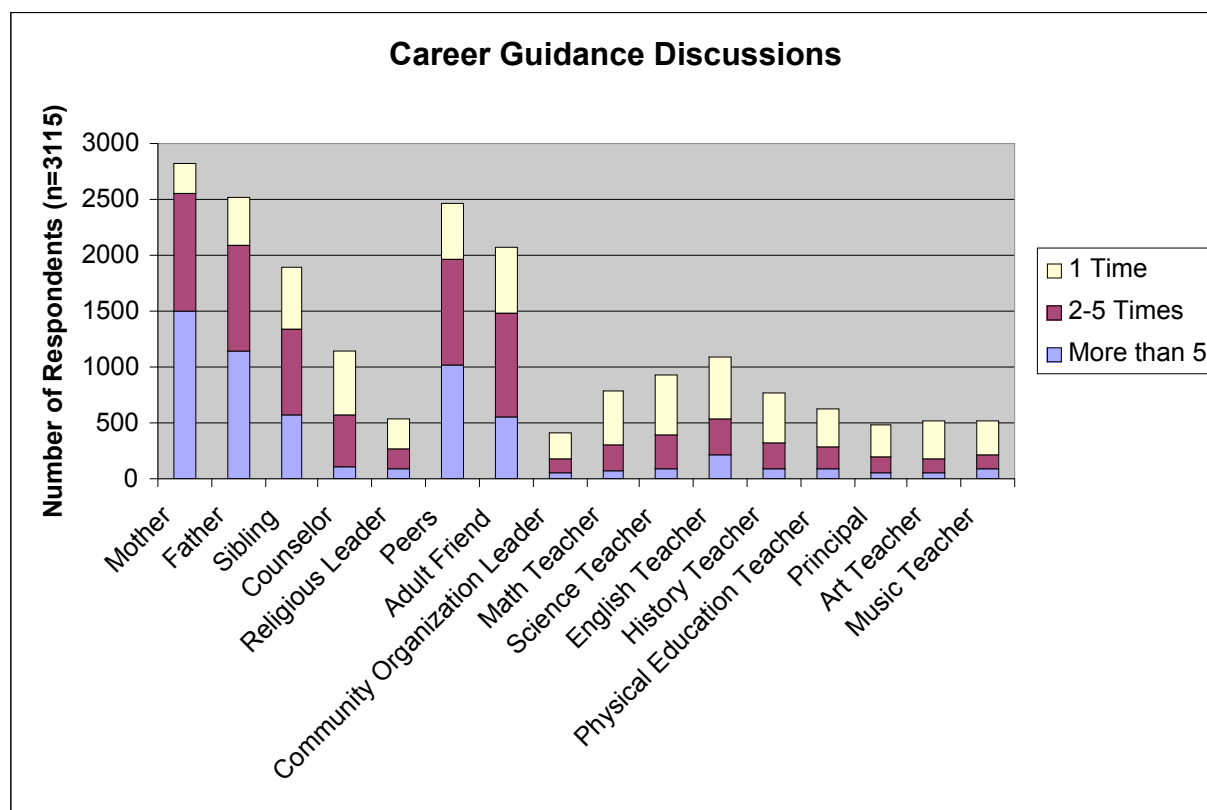


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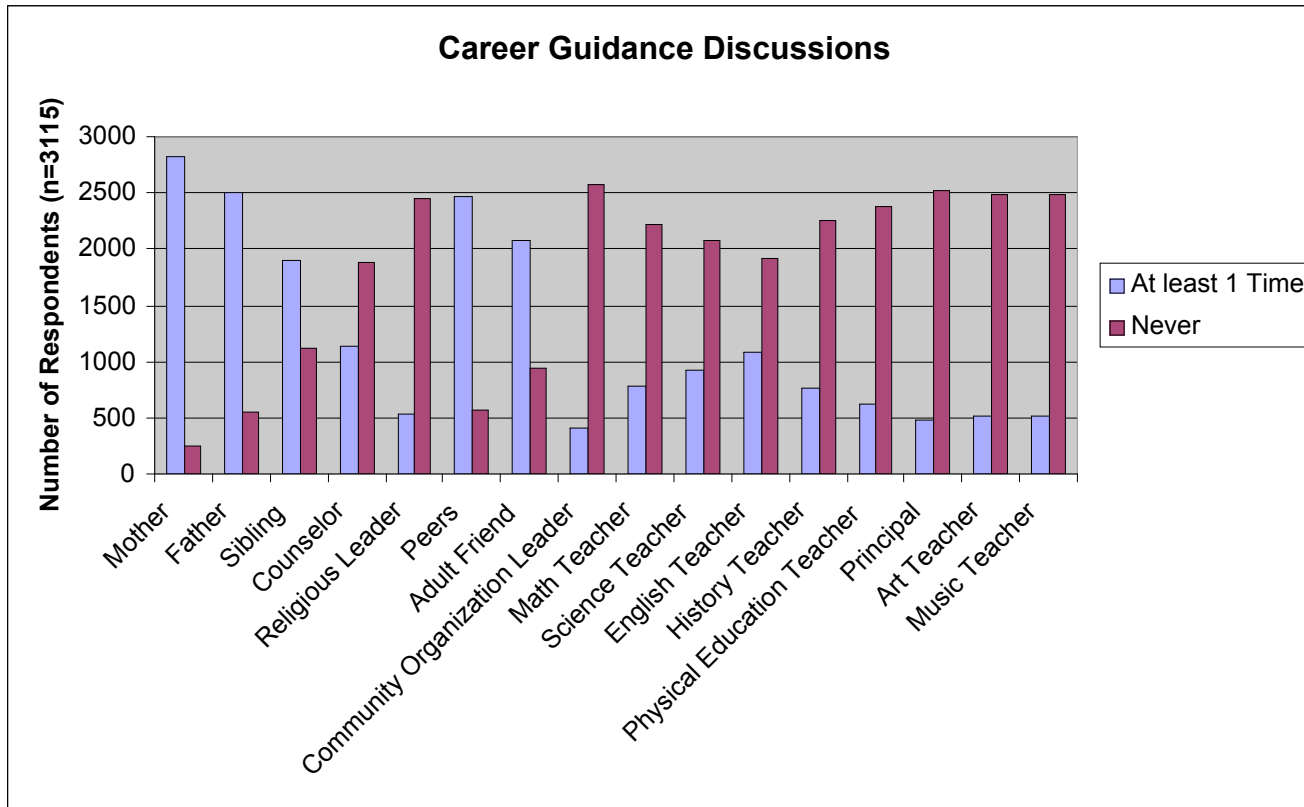


Table 4.

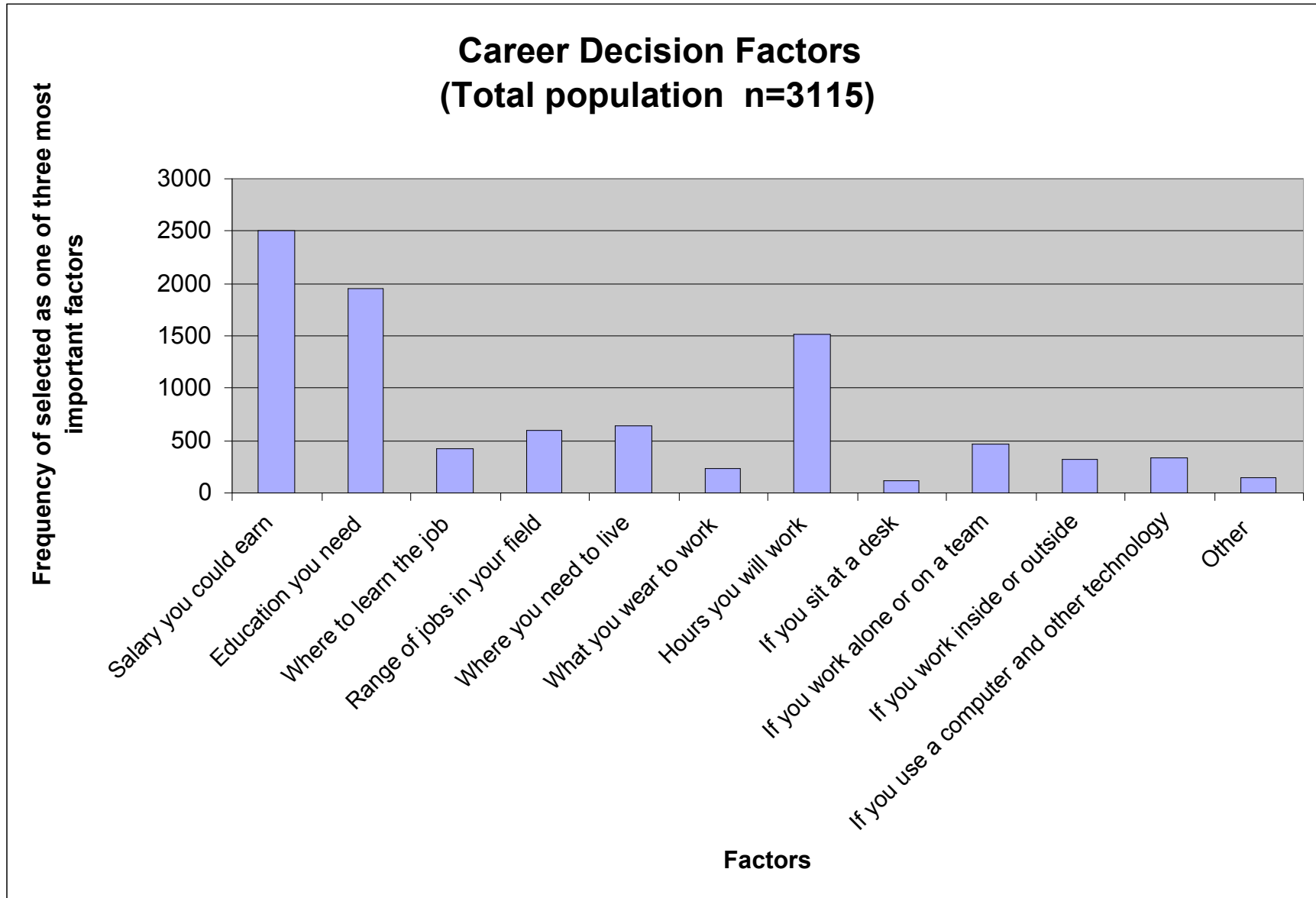


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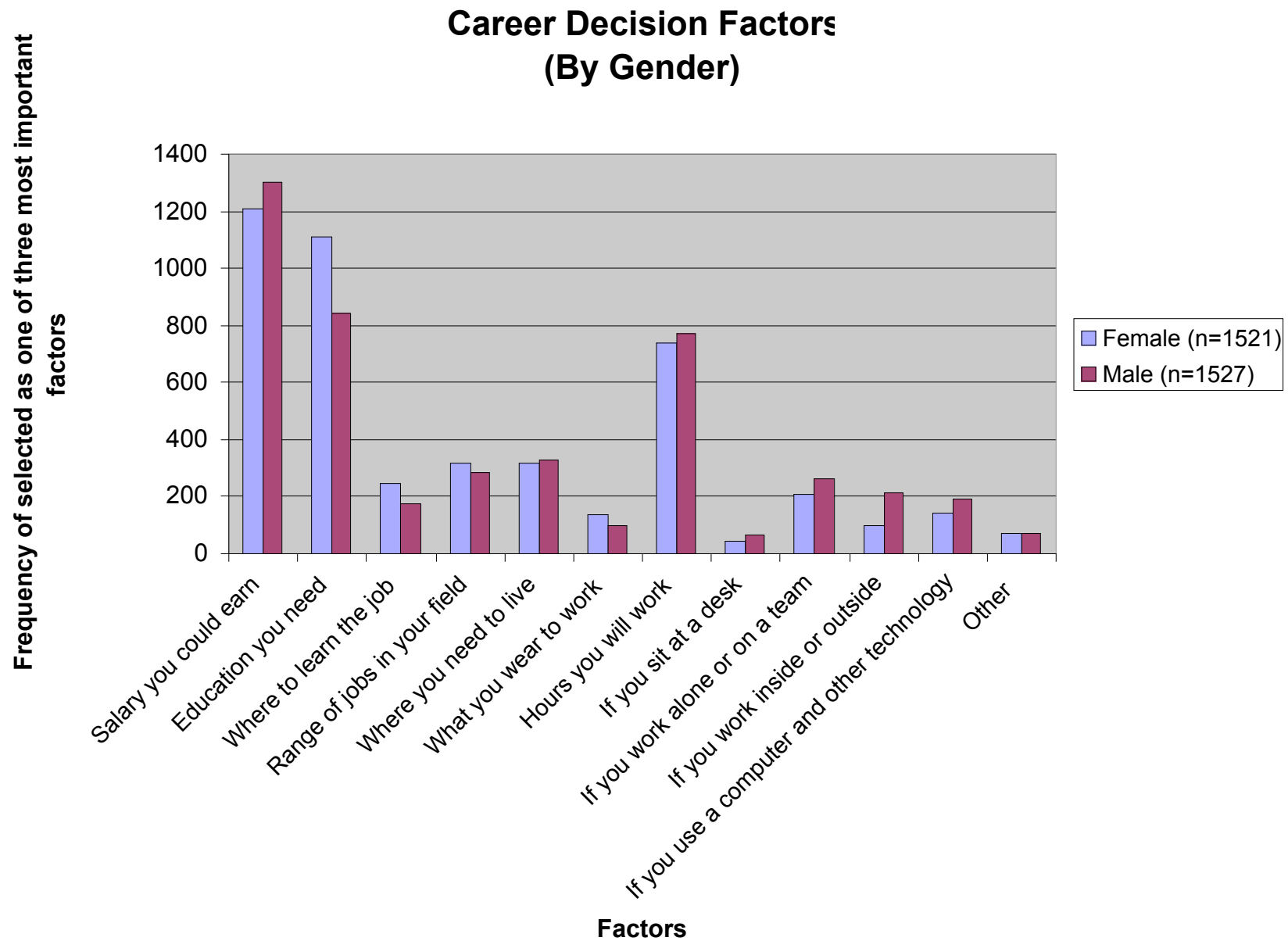


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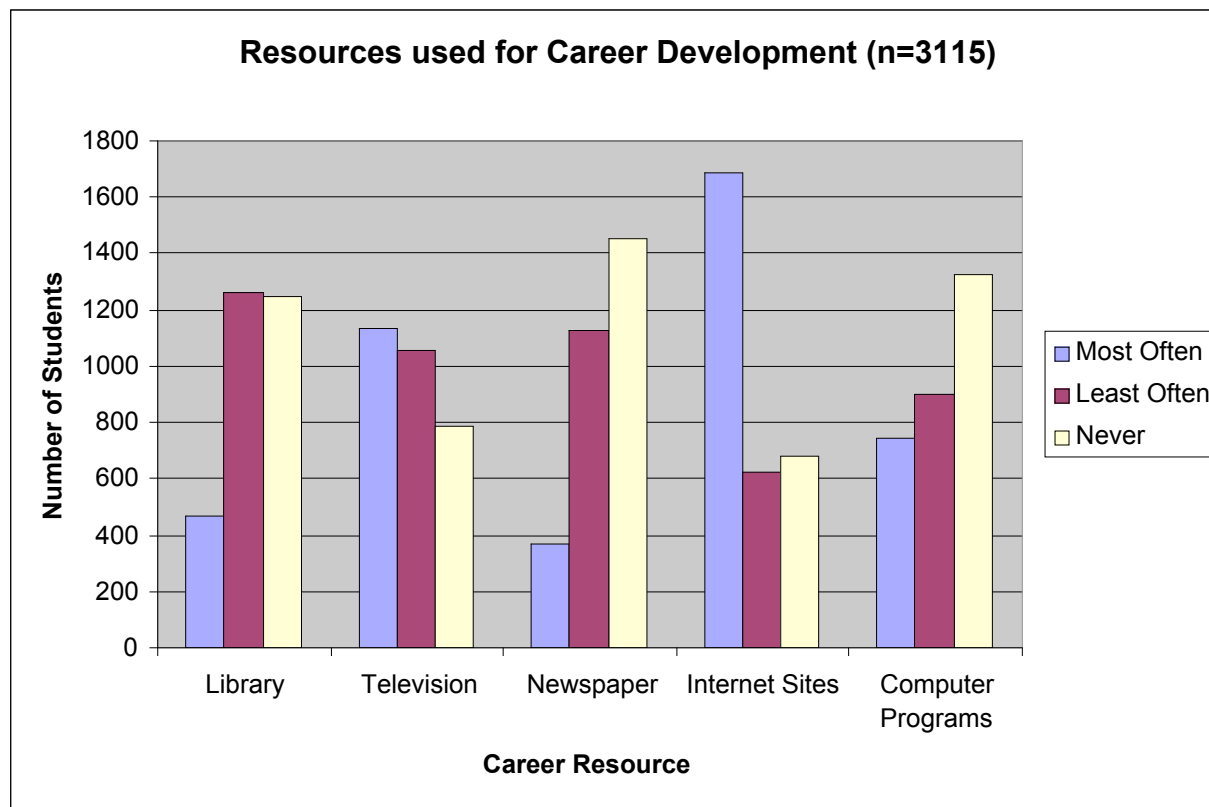


Table 7.

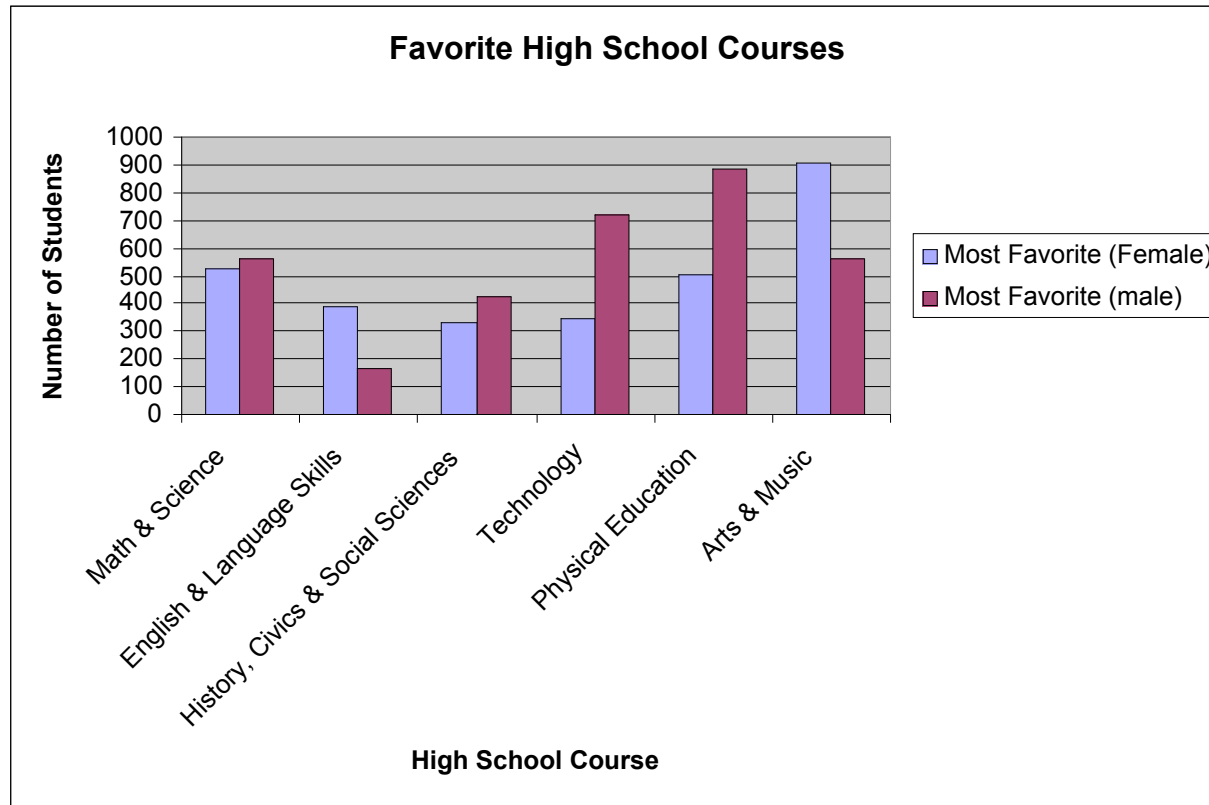


Table 8.

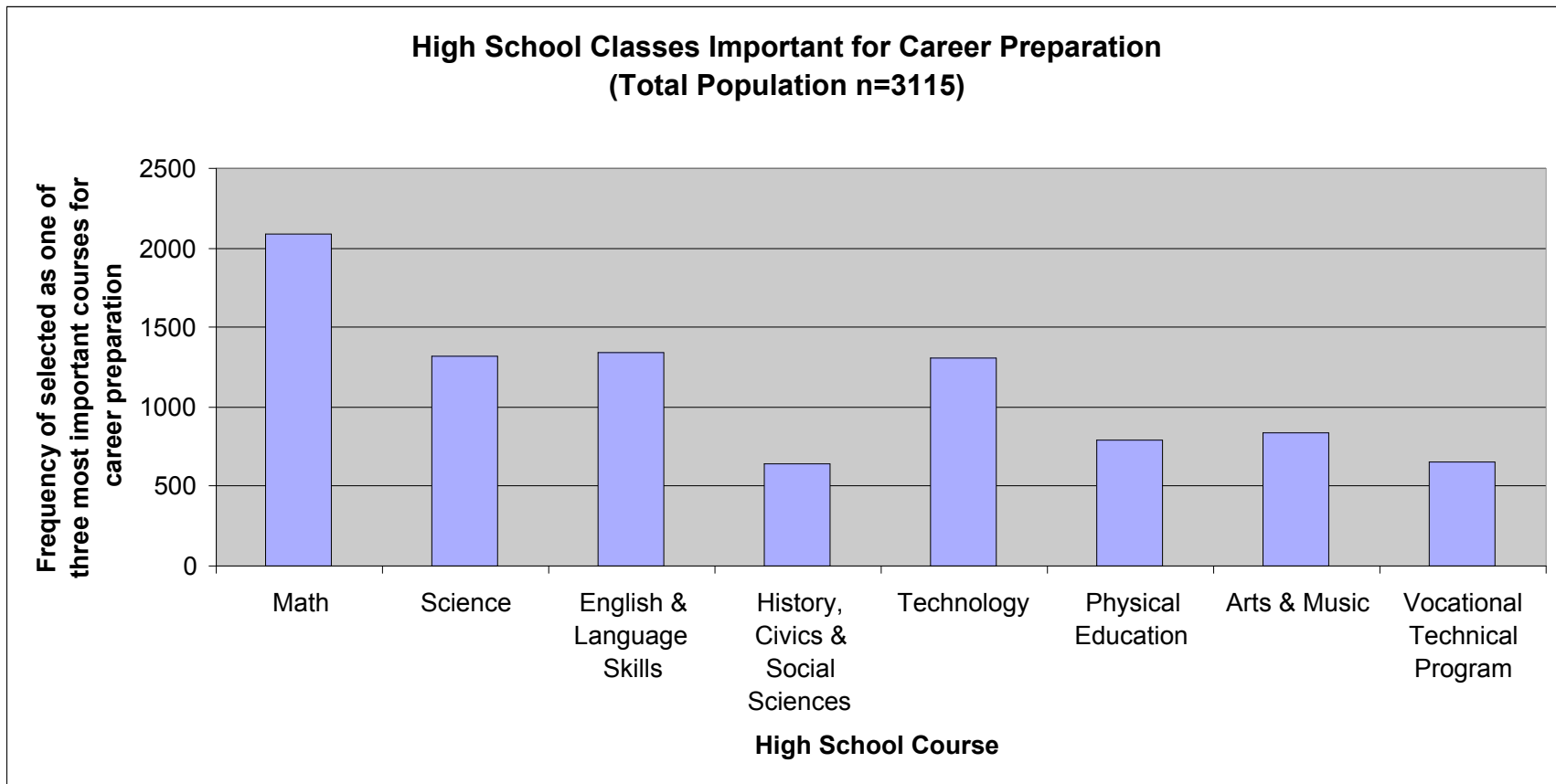


Table 9.

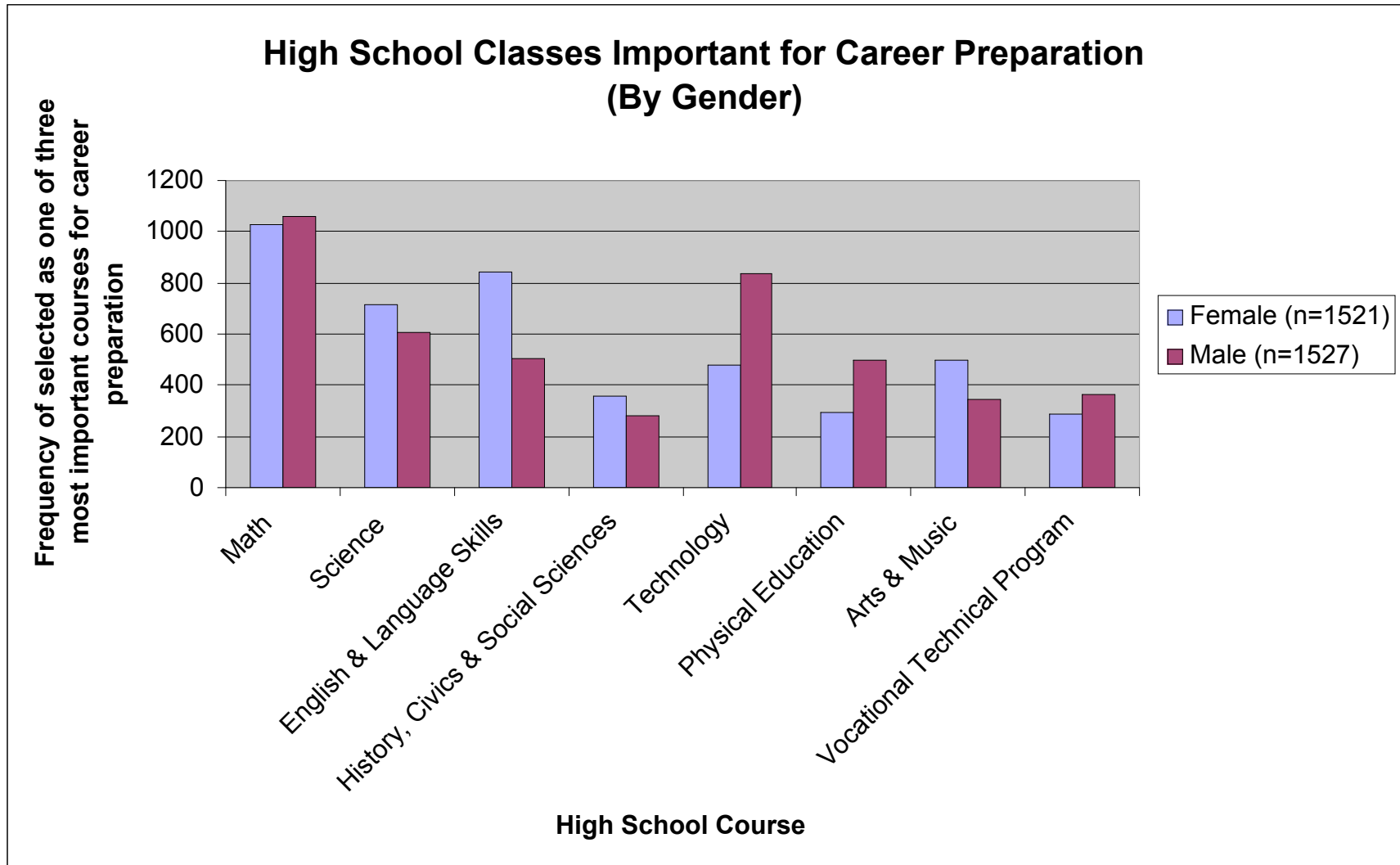


Table 10.

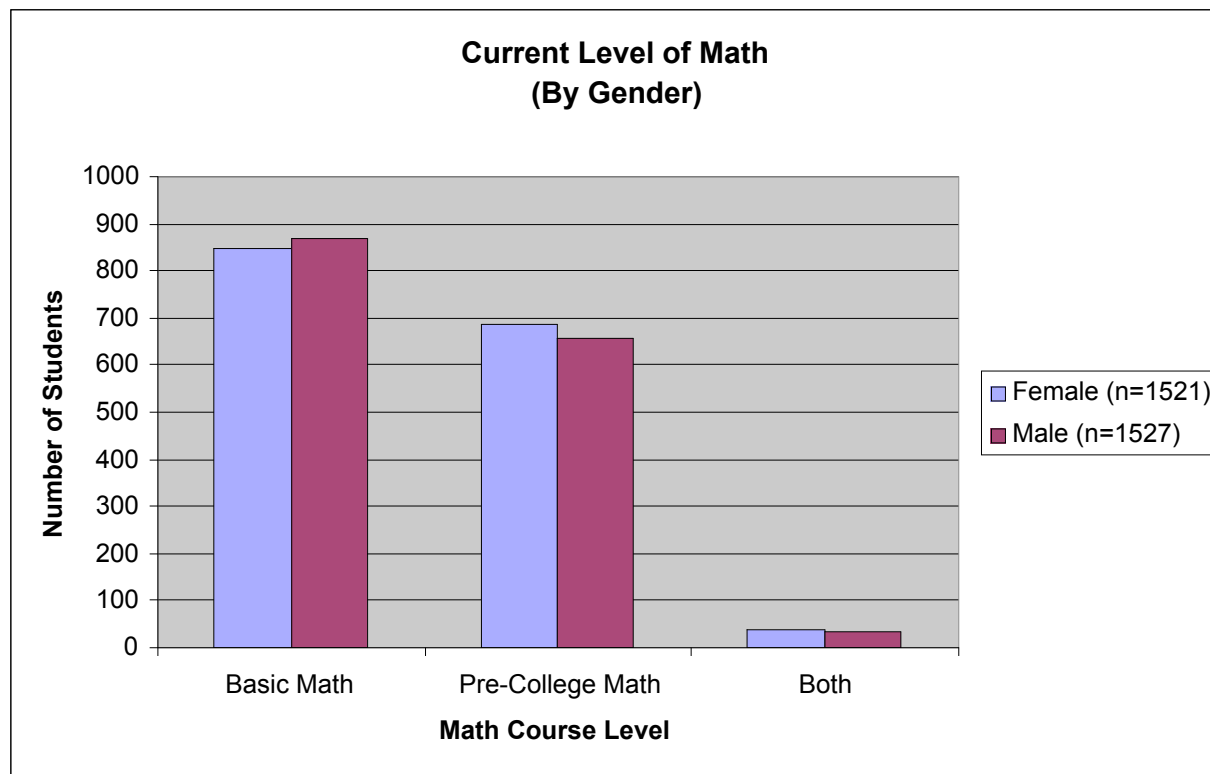


Table 11.

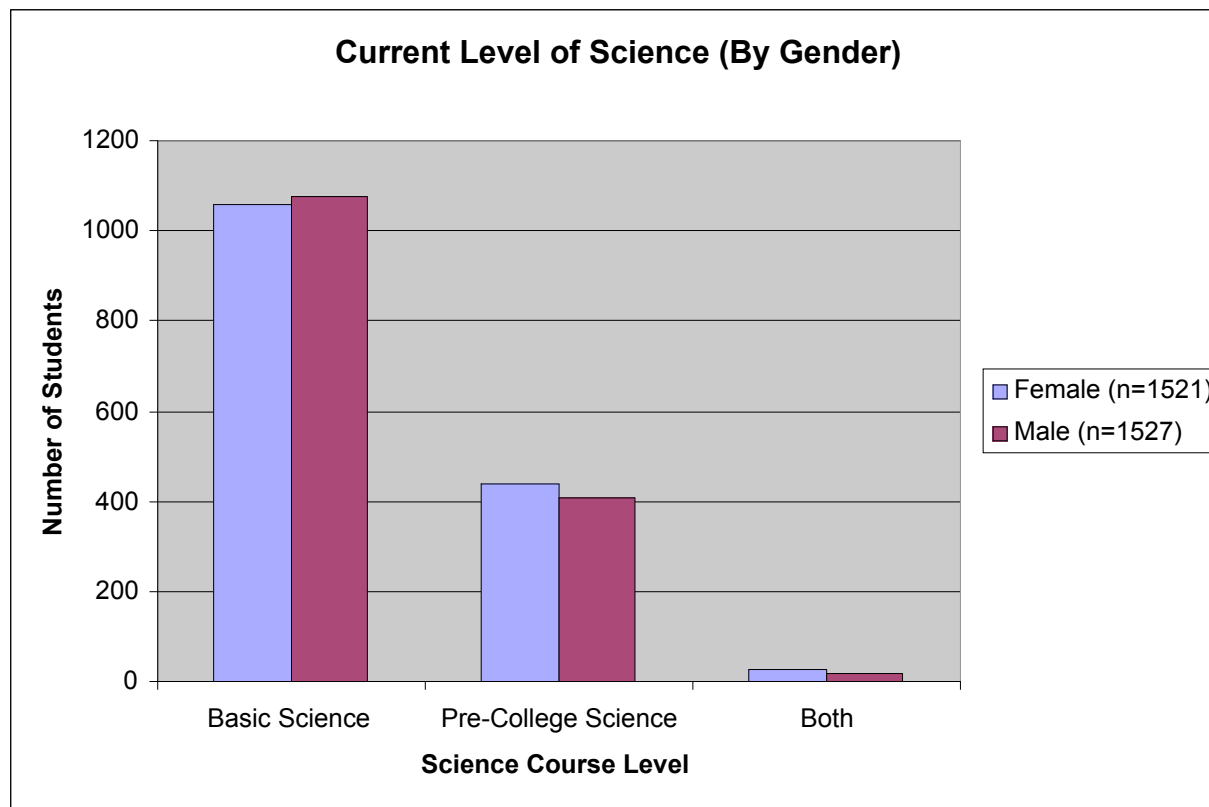


Table 12.

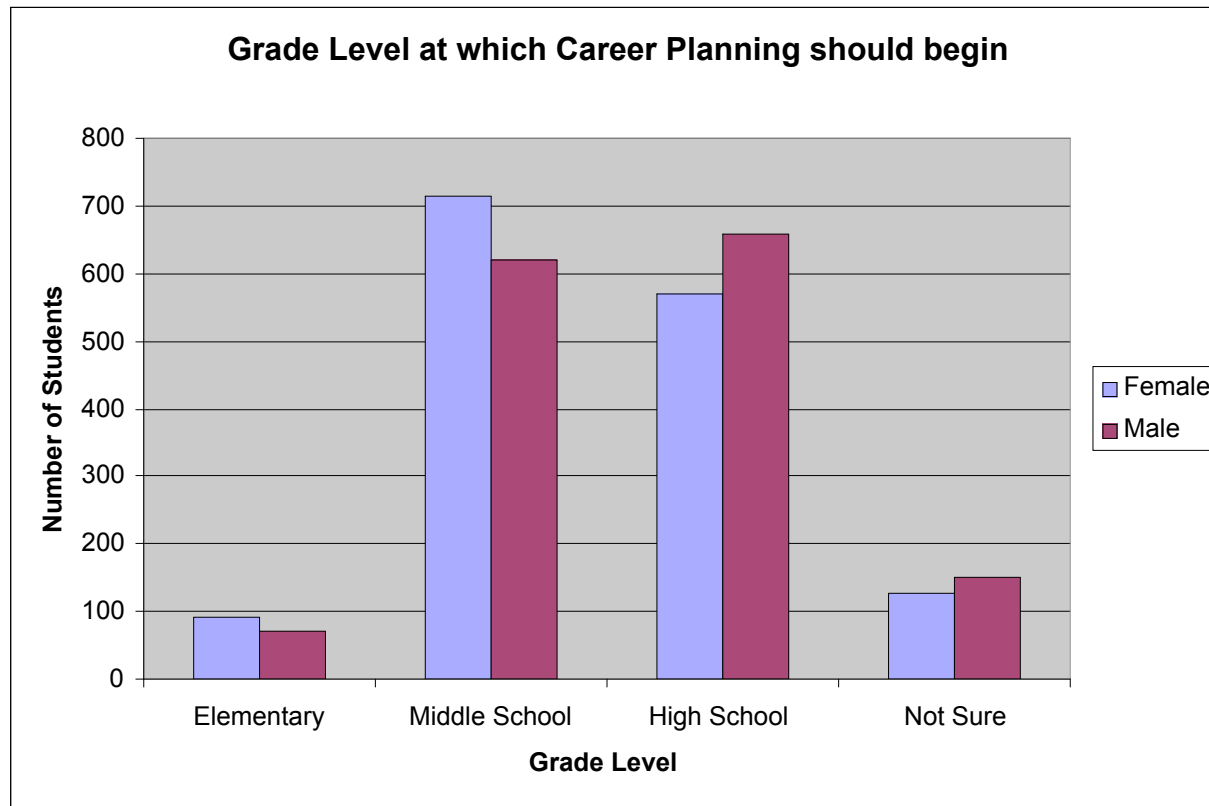


Table 13.

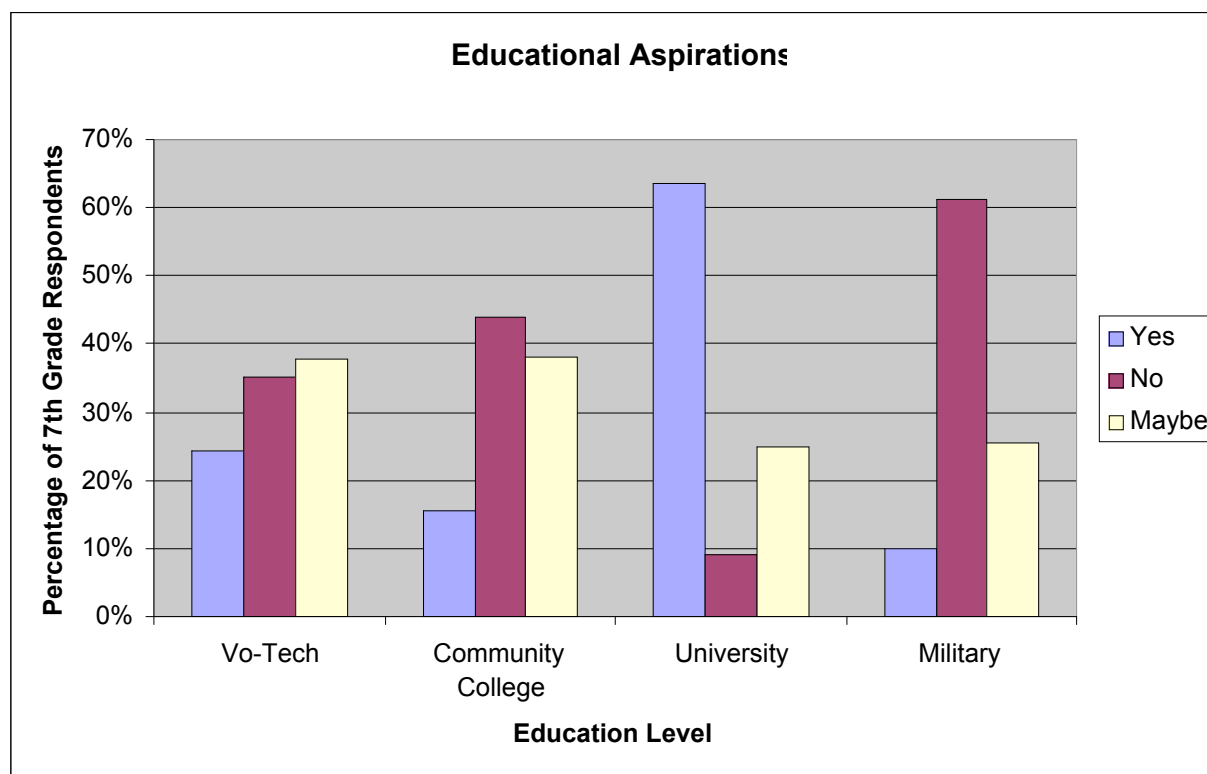


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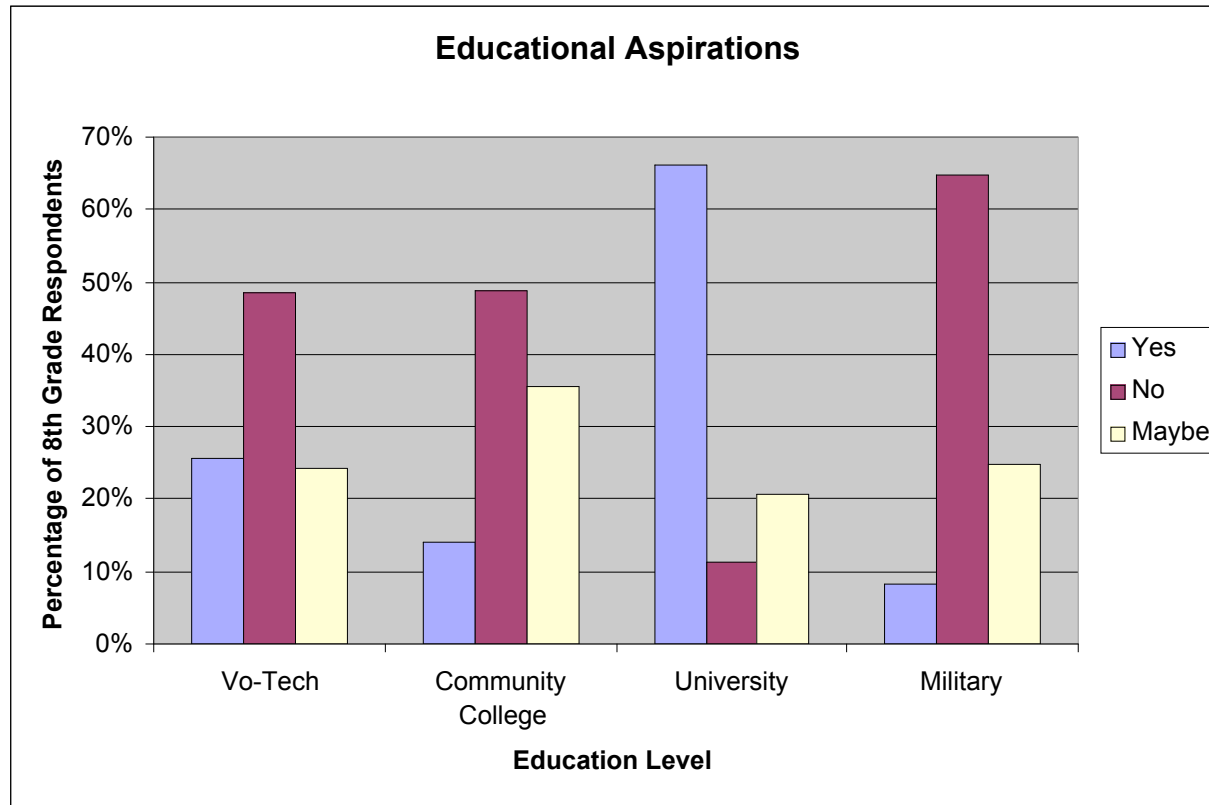


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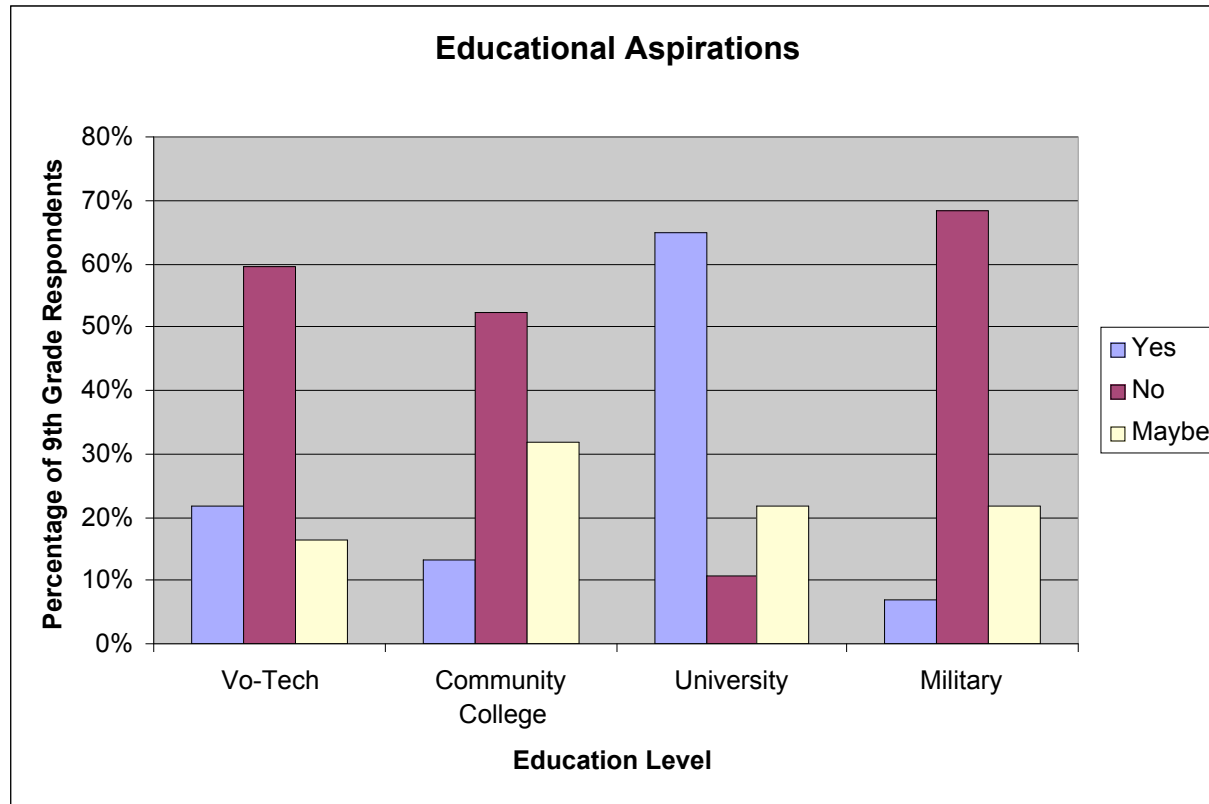


Table 16.

Students that Never use a computer for non-internet activities (By School)

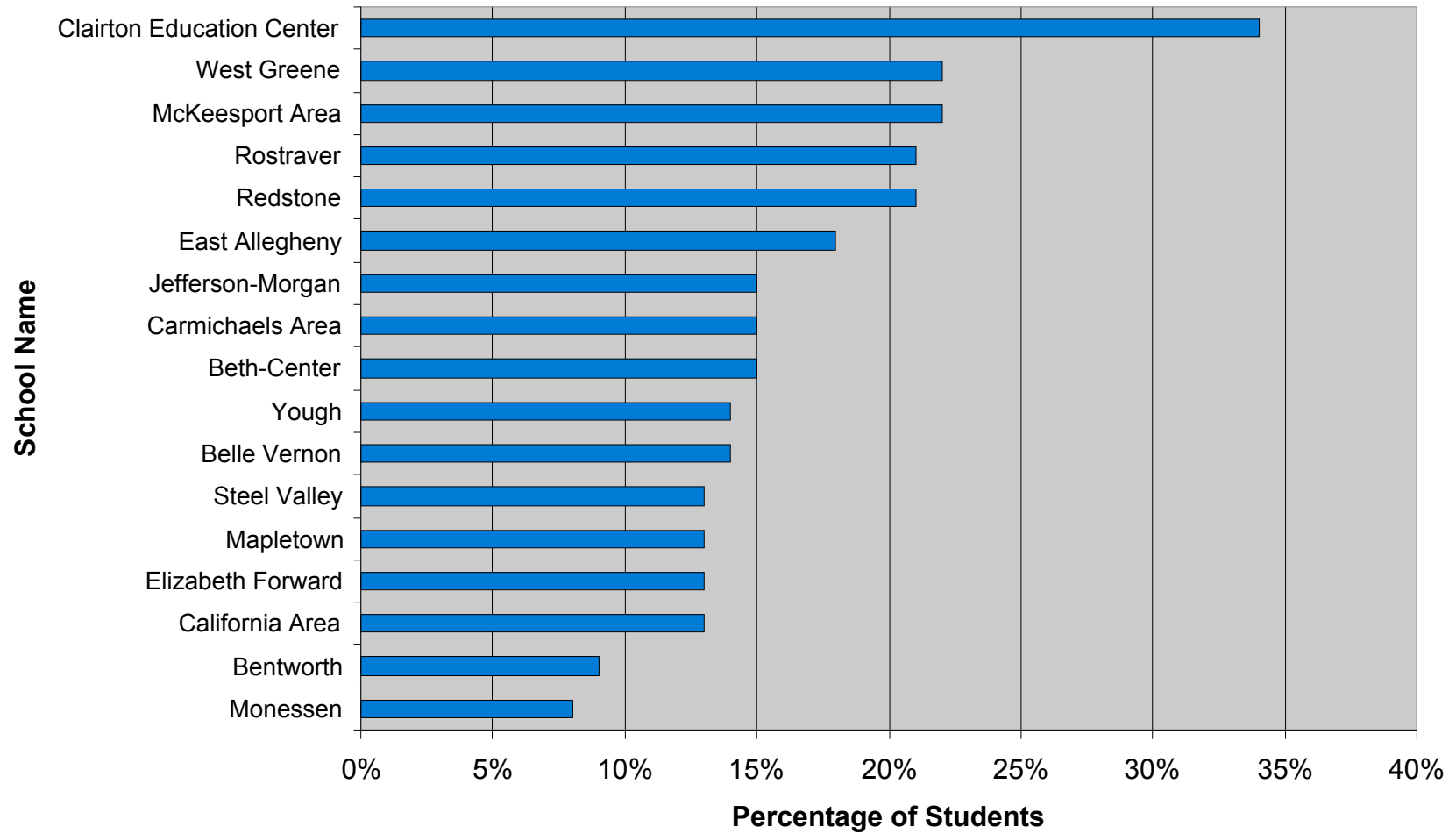


Table 17.

Never use computer for internet use

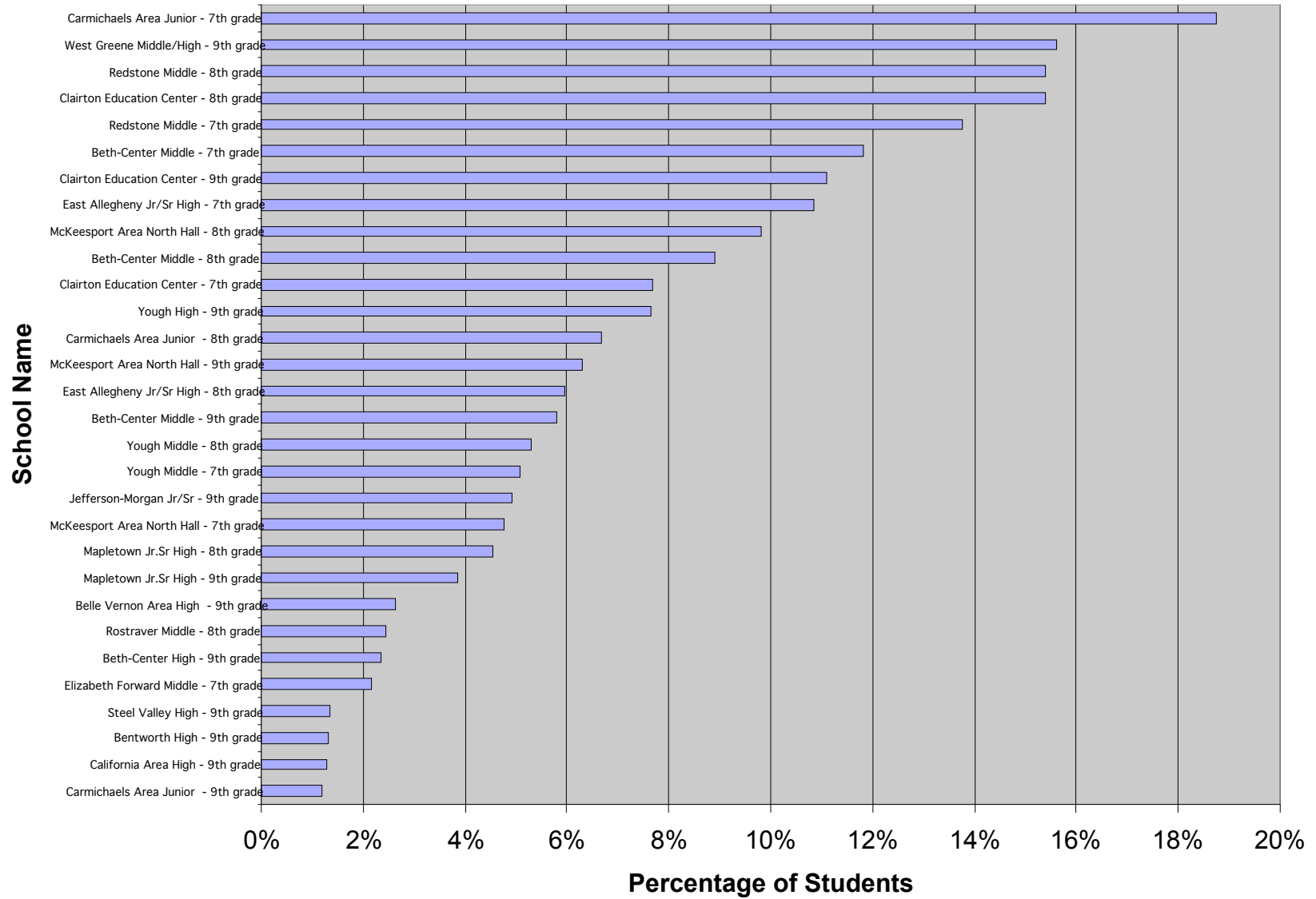


Table 18.

Never use computer for internet use

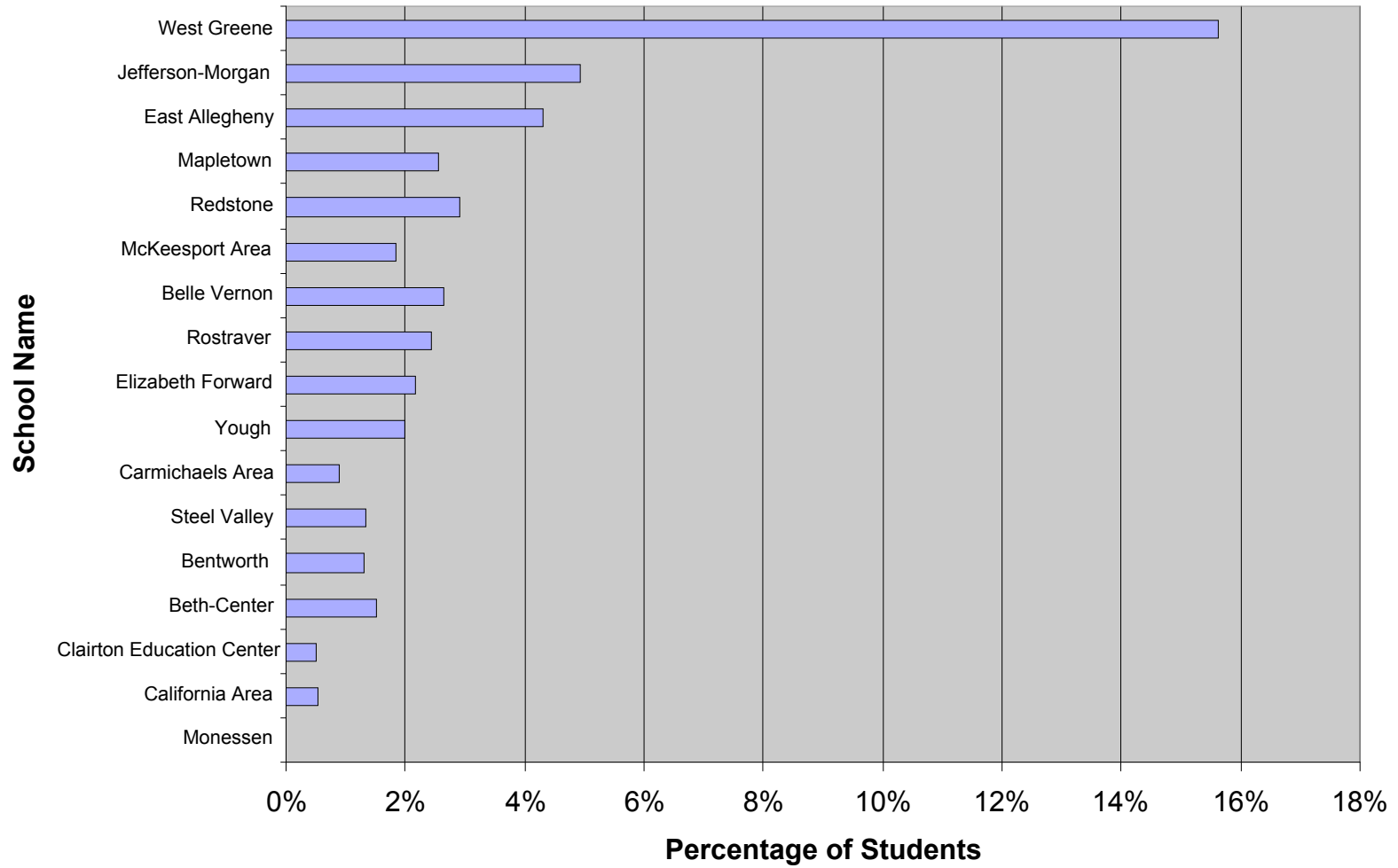


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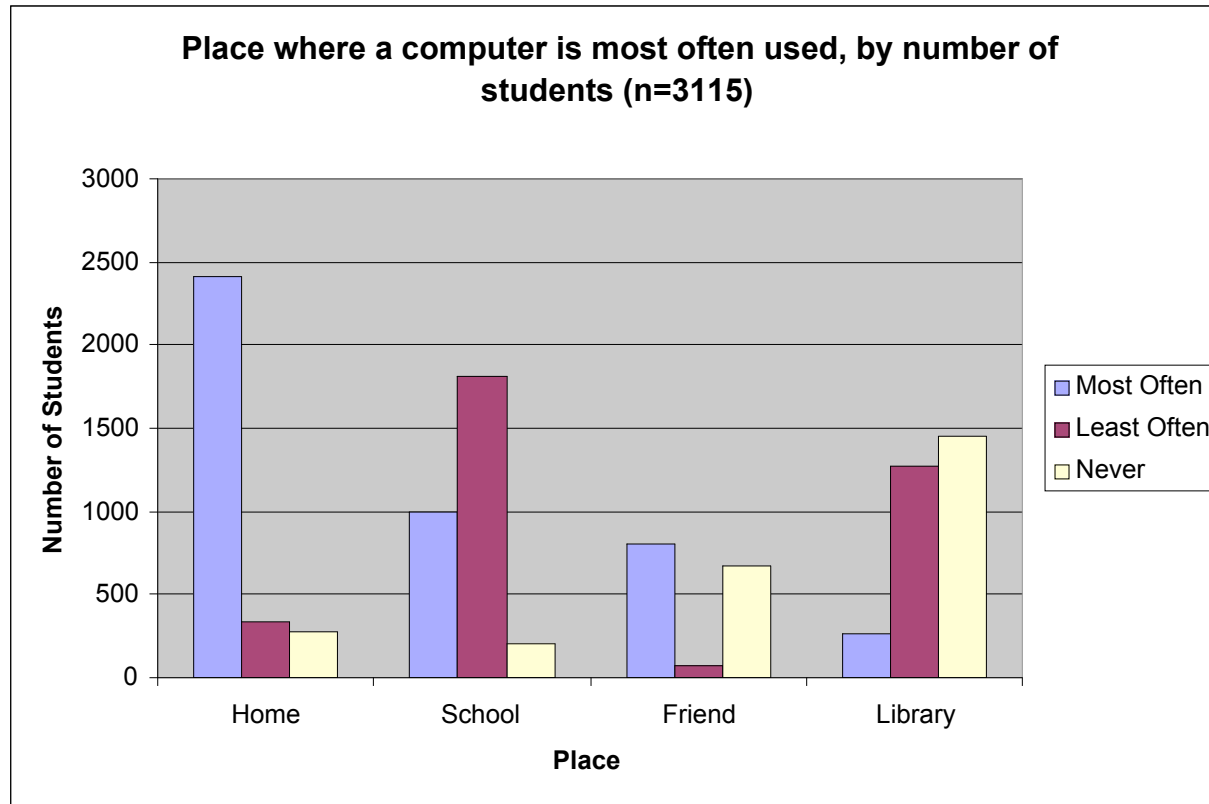


Table 20

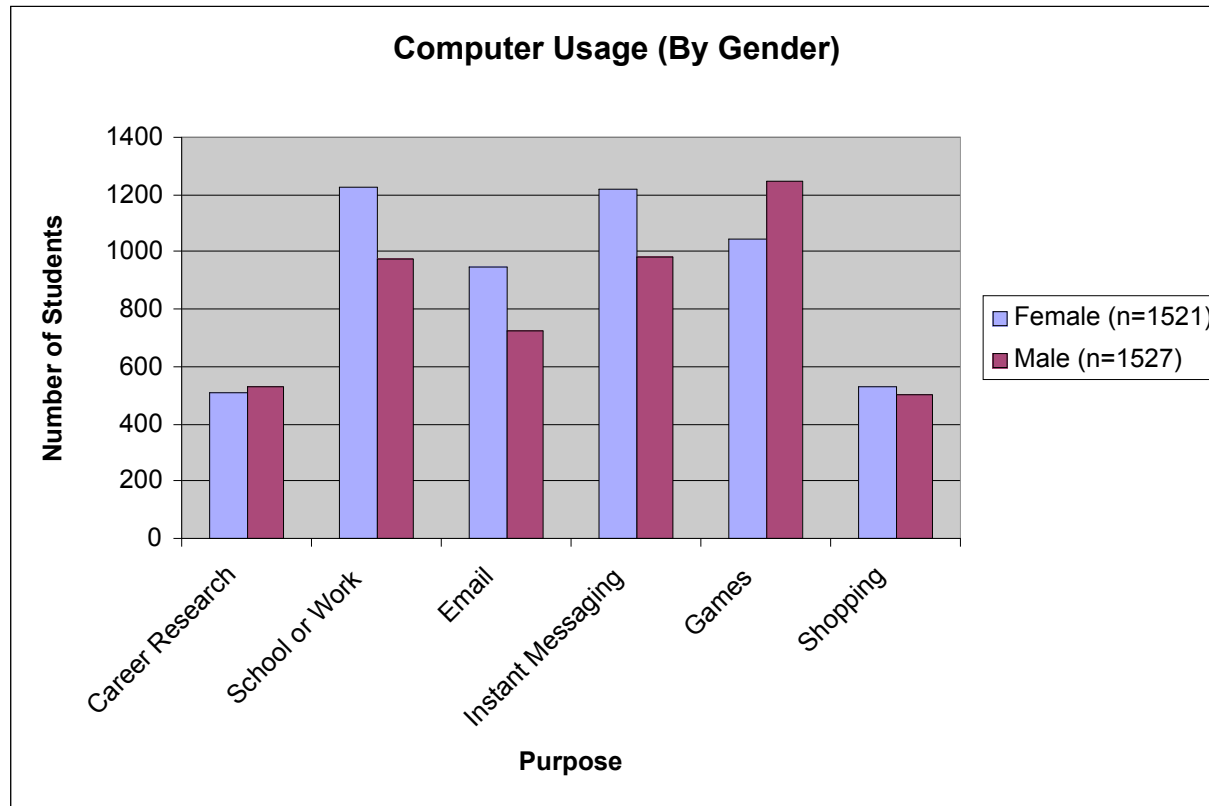


Table 21

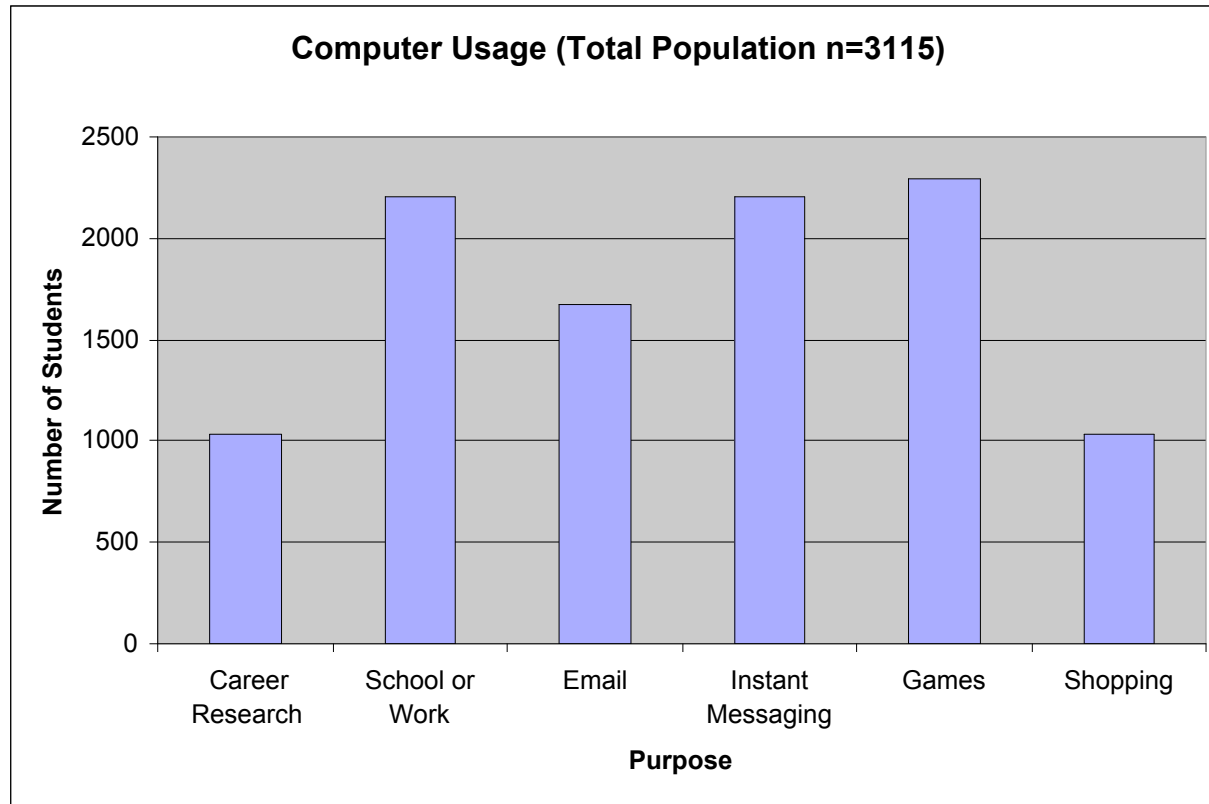


Table 22.

Websites Used for Career Exploration

Site and # of times mentioned		
1.	WWW.50states.com	1
2.	WWW.aafs.org	2
3.	WWW.act.org/discover	1
4.	WWW.actingcareer.com	1
5.	WWW.actors.com	1
6.	WWW.adobe.com	2
7.	WWW.albinoblacksheep.com	1
8.	WWW.allmusicguide.com	1
9.	WWW.Altavista.com	4
10.	WWW.amazon.com	1
11.	WWW.Anarmyofone.com	1
12.	WWW.aol.com	9
13.	WWW.architecture.com	3
14.	WWW.artists.com	1
15.	WWW.artsociety.com	1
16.	WWW.askjeeves.com	161
17.	WWW.astronomy.com	1
18.	WWW.auto/mechanic.com	1
19.	WWW.barbazonmodeling.com	1
20.	WWW.basketball.com	1
21.	WWW.bcs.gov	1
22.	WWW.beingalawyer.com	1
23.	WWW.blackplanet.com	2
24.	WWW.bls.gov	17
25.	WWW.blueridge.com	1
26.	WWW.bricklayer.com	1
27.	WWW.bridges.com (+30 for cxbridges.com)	47
28.	WWW.business.com	1
29.	WWW.Calu.edu	2
30.	WWW.career.com	5
31.	WWW.careerage.com	2
32.	WWW.careerbrowser.com	1

33.	WWW.Careerbuilder.com	2
34.	WWW.careercafe.com	1
35.	WWW.careercenter.com	1
36.	WWW.Careerchoices.com	1
37.	WWW.careerfinder.com	1
38.	WWW.careergoal.com	1
39.	WWW.careerjobs.com	1
40.	WWW.careerlink.com	18
41.	WWW.careermanagement.com	1
42.	WWW.careermart.com	2
43.	WWW.careers.com	33
44.	WWW.careersearch.com	2
45.	WWW.cartoonnetwork.com	1
46.	WWW.ccac.com	1
47.	WWW.ccs.com	2
48.	WWW.cdc.gov	1
49.	WWW.childcare.org	1
50.	WWW.CIA.gov	1
51.	WWW.ciscosystems.com	2
52.	WWW.civillaw.com	1
53.	WWW.Classifides.com	1
54.	WWW.cnn.com	1
55.	WWW.college.com	2
56.	WWW.Collegeboards.com	1
57.	WWW.comcast.net	2
58.	WWW.coolcareers.com	1
59.	WWW.cooljobs.com	2
60.	WWW.cosmetology.com	2
61.	WWW.culinaryarts.com	1
62.	WWW.dailynews.com	1
63.	www.dance.com	1
64.	WWW.daycare.org	1
65.	WWW.digipen.com	1

66.	WWW.discovery.org	1
67.	WWW.discoverychannel.com	2
68.	WWW.Disney.com	1
69.	WWW.DODGE.com	1
70.	WWW.dogpile.com	6
71.	WWW.ebay.com	2
72.	<u>WWW.Ebscohost.com</u>	2
73.	WWW.edhelper.com	1
74.	WWW.education.com	1
75.	WWW.egyptology.com	1
76.	WWW.encartaonline.com	2
77.	WWW.equinesearch.com	1
78.	<u>WWW.esphi.com</u>	1
79.	WWW.Espn.com	1
80.	WWW.factmonster.com	1
81.	WWW.fairmontstatecollege.edu	1
82.	WWW.fbi.gov	1
83.	WWW.fbijobs.com	1
84.	WWW.findacareer.com	1
85.	WWW.findajob.com	2
86.	WWW.findjobs.com	1
87.	WWW.Firefighters.com	1
88.	WWW.firehouse.com	1
89.	WWW.firstgov.gov	1
90.	WWW.foodland.com	1
91.	<u>WWW.Foosedesign.com</u>	1
92.	WWW.forensicfiles.com	1
93.	WWW.forensicscience.gov	1
94.	WWW.franklloydwright.com	1
95.	WWW.futurecareers.com	2
96.	WWW.geocities.com	1
97.	WWW.getajob.com	1
98.	WWW.gettech.com	2
99.	WWW.goodjobs.com	2
100.	WWW.google.com	355

101.	<u>WWW.gov.com</u>	3
102.	WWW.harvard.edu	4
103.	WWW.healthcare.com	1
104.	WWW.heraldstandard.com	1
105.	WWW.history.com	1
106.	WWW.history@mania.net	2
107.	WWW.hockey.com	1
108.	WWW.hollywoodauditions.com	1
109.	WWW.homework.com	1
110.	WWW.homeworkhelp.com	1
111.	WWW.honda.com	1
112.	<u>WWW.hotbot.com</u>	1
113.	WWW.hotjobs.com	16
114.	WWW.hotmail.com	1
115.	WWW.hotrod.com	1
116.	WWW.hotshot.com	1
117.	WWW.how2getajob.com	1
118.	WWW.howstuffworks.com	1
119.	WWW.Ineedajob.com	2
120.	WWW.Info.com	2
121.	WWW.infoplease.com	1
122.	WWW.iSeek.org	1
123.	WWW.ITT.com	1
124.	WWW.itttech.com	1
125.	WWW.job.com	2
126.	WWW.jobfair.com	1
127.	WWW.jobfinder.com	6
128.	WWW.jobinfo.com	1
129.	WWW.jobresearch.com	1
130.	WWW.jobs.com	35
131.	WWW.jobsearch.com	13
132.	WWW.Jobsites.com	1
133.	WWW.JohnRobertPowers.com	1
134.	WWW.JRPGA.com	1
135.	WWW.Kdka.com	1

136. WWW.kennywood.com	1
137. WWW.keys2work.com	53
138. WWW.Kfc.com	1
139. WWW.kidshealth.org	1
140. WWW.kiwicareers.com	1
141. WWW.launch.com	1
142. WWW.lawenforcement.com	2
143. WWW.lawforms.com	2
144. <u>WWW.LBI.com</u>	1
145. WWW.learn.com	1
146. WWW.learning.com	1
147. WWW.legalmatters.org	1
148. WWW.Library.com	1
149. WWW.Marinebiology.com	4
150. WWW.Masonry.com	1
151. WWW.math.com	1
152. <u>WWW.Matthawkins.com</u>	1
153. WWW.mechanics.com	2
154. WWW.medicalcareers.com	1
155. WWW.medicalresearch.com	1
156. WWW.MetroUSA.com	1
157. <u>WWW.MiB.com</u>	1
158. WWW.middlesearchplus.com	13
159. WWW.millerwelds.com	1
160. <u>WWW.MLB.com</u>	1
161. WWW.Modelsearch.com	1
162. WWW.modelsearchamerica.com	1
163. WWW.monkey.com	1
164. WWW.monster.com	62
165. WWW.Mothernature.com	1
166. WWW.msn.com	46
167. WWW.MTV.com	1
168. WWW.musicmanaging.com	1
169. WWW.musicstudios.com	1
170. WWW.Musiciansfriend.com	1

171. WWW.myfuture.com	1
172. WWW.myjob.com	3
173. WWW.myprogramcareers.com	1
174. WWW.nasa.gov	4
175. WWW.NationalGeographic.com	1
176. WWW.nba.com	2
177. <u>WWW.NetNeeds.com</u>	1
178. WWW.netscape.com	8
179. WWW.newground.com	1
180. WWW.newgrounds.com	1
181. WWW.newsmax.com	1
182. WWW.nfl.com	4
183. WWW.nhl.com	2
184. WWW.nofear.com	1
185. WWW.nsnsports.com	1
186. WWW.numberz.com	1
187. WWW.oceanographers.com	1
188. WWW.oceanographicdiscovery.com	1
189. WWW.osu.edu	1
190. WwW.paaccesslibrary.com	1
191. WWW.pacareer.com	1
192. WWW.PAJobs.com	2
193. WWW.Paralegal.com	1
194. WWW.pccareerguide.com	1
195. WWW.pediatricians.com	1
196. WWW.PENNSTATE.edu	4
197. WWW.Pennysaver.com	2
198. WWW.petco.com	1
199. WWW.PGA.com	1
200. WWW.pheaamntor.org	11
201. WWW.physicaltherapy.com	1
202. WWW.pitt.edu	4
203. WWW.pittsburghnurses.com	1
204. WWW.Pittsburghpostgazette.com	1
205. WWW.pittsburghzoo.com	1

206. WWW.Police.com	1
207. WWW.postgazette.com	1
208. WWW.powerlibrary.com	2
209. WWW.primetimecasting.com	1
210. WWW.princetonreview.com	1
211. WWW.Programs.com	1
212. WWW.psychologist.com	1
213. WWW.pti.com	1
214. WWW.PApresbytery.com	1
215. WWW.refdesk.com	1
216. WWW.researchcareers.com	1
217. WWW.RIAflightschool.com	1
218. <u>WWW.riba.com</u>	2
219. WWW.rkchains.com	1
220. WWW.salary.com	6
221. WWW.schoolwork.com	1
222. WWW.science.com	1
223. www.Seacamp.com	1
224. www.search.com	5
225. WWW.Search4college.com	2
226. WWW.Searchforjobs.com	1
227. WWW.seaworld.com	1
228. WWW.sirsdiscoverer.com	58
229. WWW.Skateamerica.com	2
230. WWW.snagajob.com	1
231. WWW.sounds.com	1
232. WWW.space.com	1
233. <u>WWW.Sparknotes.com</u>	1
234. WWW.State.pa.com	1
235. WWW.sullivanline.com	1
236. WWW.swatjobs.com	1
237. WWW.taxodermyschools.com	1
238. WWW.Teacherjob.com	1
239. WWW.Teachers.com	1

240. WWW.technology.com	1
241. WWW.teenjobs.com	1
242. WWW.teens4hire.com	1
243. WWW.themint.gov	2
244. WWW.thepittsburghchannel.com	2
245. <u>WWW.tier.com</u>	1
246. WWW.traingletech.com	1
247. WWW.tribunereview.com	2
248. WWW.tuitions.com	26
249. WWW.ultimate-guitar.com	1
250. WWW.union.com	1
251. WWW.usairforce.com	7
252. <u>WWW.usarmy.com</u> (+goarmy.com)	8
253. WWW.uscareers.com	1
254. WWW.uscollegesearch.org	2
255. WWW.usmarines.com	10
256. WWW.usnationalparks.org	1
257. WWW.usnavy.com	8
258. WWW.veterinarian.com	1
259. WWW.washingtonjefferson.edu	2
260. <u>WWW.etc.com</u>	1
261. WWW.wdve.com	1
262. WWW.webmd.com	2
263. WWW.Webpagedesign.com	1
264. WWW.work.com	1
265. WWW.Workforus.com	1
266. WWW.Wpial.com	1
267. WWW.Wpxi.com	1
268. WWW.WVU.edu	1
269. WWW.wyotech.com	2
270. WWW.xraytech.com	1
271. <u>WWW.yahoo.com</u> (/jobs and /careers)	250
272. WWW.yamaha-motor.com	1
273. WWW.youthworkinc.org	2